

RESOLUTION # 6 -2018

Resolution to restructure the Highway Department to create efficiencies and cost savings.

Resolution offered by the Supervisors of the Labor Relations Employee Services (LRES) and Public Works Committees.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, due to a vacancy at the Highway Department, the Highway Commissioner/Solid Waste Director and the Human Resources Director did work together to develop a more efficient Highway Department and save money for the County; and

WHEREAS, the Public Works Committee did support the new Highway Department structure and recommended to the LRES Committee the approval of such; and

WHEREAS, the LRES Committee did review and does support and recommend the new Highway Department structure.

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that effective January 27, 2018 the Oneida County Highway Department will do the following:

- Eliminate a vacant full time Assistant Patrol Superintendent position
- Eliminate one health insurance plan
- Promote two current Equipment Operators or Equipment Operator/Mechanics to two newly updated working Foreperson Positions
- Move Highway Commissioner position from Grade Level Q to Grade Level Q1, Step 5
- Move State Patrol Superintendent Position from Grade Level L to Grade Level L1, Step 12
- Move Shop Superintendent Position from Grade Level K to Grade Level L1, Step 5
- Create Foreperson positions at Grade Level J1, exempt hourly with over time at 1 ½, add call pay
- Create Second Shift premium pay
- Reduce Lead person pay

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that by making the afore mentioned changes the Oneida County Highway Department will accomplish the following:

- Reduce the size of the Highway Crew by one full time employee
- Increase efficiency by having a working Foreperson on each work crew
- Maximize revenue and reimbursements on Foreperson being hourly
- Eliminate compression issue between Shop Superintendent and Mechanics
- Establish better system for on-call for management staff
- Establish equity for management positions supervising 2080 hours per year staff
- Save the County money

THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors that due to the timing of this resolution being in the midst of the winter snow season, the Highway Department shall fill all vacant Equipment Operator and Equipment Operator/Mechanic positions immediately and if the County is unable to promote an Equipment Operator or Equipment Operator/Mechanic to the Foreperson positions, the Highway Department shall hire

from outside of the County to fill the Foreperson positions and eliminate an Equipment Operator or Equipment Operator/Mechanic positions when they become vacant to get to a twenty member crew.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that an amendment has been made to the County budget for fiscal year 2018 as set forth in the fiscal impact statement which is attached hereto and made a part hereof.

Vote Required: Majority = _____ 2/3 Majority = _____ ¾ Majority = _____

The County Board has the legal authority to adopt: Yes *[Signature]* No _____ as reviewed by the Corporation Counsel, *[Signature]*, Date: 1/10/18

Approved by the LRES Committee this 10th day of January, 2018.

Approved by the Public Works Committee this 10th day of January 2018.

Consent Agenda Item: _____ YES X NO

Offered and passage moved by:

<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor
<u><i>[Signature]</i></u>	Supervisor

16 Ayes

0 Nays

5 Absent

0 Abstain

X Adopted

Resolution - # 6-2018

Supervisors	AYE	NAV	ABS	ABSTAIN
Kelly	X			
Winkler	X			
VanRaalte	X			
Cushing	-	-	X	
Timmons	-	-	X	
Ives	-	-	X	
Paszak	X			
Jensen	X			
Oettinger	X			
Freudenberg	-	-	X	
Pence	X			
Holewinski	X			
Young	X			
Metropulos	-	-	X	
Krolczyk	X			
Sorensen	X			
Zunker	X			
Fried	X			
Pederson	X			
Mott	X			
Hintz	X			
TOTALS	110		5	
TAGS				
Brighid Billing				
Ben Kebusiak				

Resolution # 6-2018: Offered by the Supervisors of the Labor Relations Employee Services (LRES) to restructure the Highway Department to create efficiencies and cost savings.

by the County Board of Supervisors this 16th day January, 2018.

Defeated


Tracy Hartman, County Clerk


David Hintz, County Board Chair

PROPOSED HIGHWAY DEPARTMENT RESTRUCTURE
Using 2018 wage schedule

	Savings	Cost	% Wage Increase
Option 1: Based on resolution			
Eliminate Assistant Patrol Superintendent Position Grade K, Step 6 (Note A)	(62,179)		
Eliminate Single Health Insurance Plan (lowest cost plan)	(9,214)		
Promote 2 Equipment Operators to Foreman (from a Grade G to J, Step 6; cost would be less if Mechanic/Equipment Operator is promoted Grade I to J) (Note C)		32,940	35.4%
Second Shift Premium Pay for Foreman		2,018	
Call Pay for Foreman		2,603	
Shop Superintendent from Grade K, Step 7 to Grade L, Step 5 due to compression		927	1.5%
<i>Increase Management Staff from 37.5 hours to 40.0 hours per week - new grade level same step:</i>			
Highway Commissioner to Grade Q1 Step 5		5,653	6.7%
State Patrol Superintendent to Grade L1 Step 12		5,069	6.7%
Shop Superintendent to Grade L1 Step 5		4,297	6.7%
Reduced Leadperson Pay (1,552 hours reduction from prior year)	(3,713)		
	(75,106)	53,506	
State reimbursement of 80% of State Patrol Superintendent wages	(4,055)		
Foreman Wages reimbursement (Note B)			
Net Savings	(25,655)		

Note A: If Assistant Patrol Superintendent position had been replaced, for this analysis it is assumed to be at a Step 6 \$62,179 versus a Step 1 of \$54,472. Savings could be \$7,737 less if replaced with a Step 1. Position was budgeted at a Step 11 for 2018.

Note B: Based on Commissioner's assumption that the State will reimburse 100% of one of the foreman's increase there could be an additional reimbursement from the State of \$18,781.

Note C: If Equipment Operators/Mechanic are promoted instead of Equipment Operators cost would be \$14,941 and wage increase would be 14.8%.

Resolution #

Supervisors	AYE	NAY	ABS	ABSTAIN
Pence	X			
Holewinski	X			
Metropoulos	—	—	X	
Zunker	X			
Young	X			
Winkler	X			
Sorensen	X			
Pederson	X			
Jensen	X			
VanRaalte	X			
Ives	—	—	X	
Fried	X			
Kelly	X			
Timmons	—	—	X	
Oettinger	X			
Mott	X			
Krolczyk	X			
Paszak	X			
Freudenberg	—	—		
Cushing	—	—	X	
Hintz	X			
TOTALS	112		5	
TAGS				
Amanda Morgan				
Brighid Billing				
Ben Kebuslak				

Resolution

Van Raalte Jensen
Amend Line 23 to Shiro more and
add more
Amend to correct spelling of
Position to Position.